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ABSTRACT

Consultation represents a major role and responsibility of counselors and other mental health professionals working in a variety of settings. Formal training in consultation theory and process is required in the entry-level program standards of the Council for Accreditation of Counseling and Related Educational Programs. Therefore, counselors and counselor educators need to be knowledgeable of the consultation literature as it pertains to the counseling profession. This bibliography contains citations for 101 books, 373 journal articles, and 2 research instruments concerned with consultation. The 476 references were obtained by searching existing databases such as Educational Resources Information Center (ERIC) and Psychological Abstracts, and by collecting reading lists of counselor educators. All references were reviewed by the authors to determine their relevance to the counseling profession. Most of the references contain original annotations by the authors of the bibliography. (Author/NB)

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Consultation in the Counseling Profession: An Annotated Bibliography

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Consultation in the Counseling Profession:

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Abstract

Consultation represents a major role and responsibility of counselors and other mental health professionals working in a variety of settings. Formal training in consultation theory and process is required in the entry-level program standards of the Council for Accreditation of Counseling and Related Educational Programs. Therefore, counselors and counselor educators need to be knowledgeable of the consultation literature as it pertains to the counseling profession.

The following bibliography contains 101 books, 373 journal articles and 2 research instruments concerned with consultation. The 476 references were obtained by searching existing databases such as ERIC and Psychological Abstracts, and by collecting reading lists of counselor educators. All references were reviewed by the authors to determine their relevance to the counseling profession. For instance, many of the references retrieved from the Psychological Abstracts under "professional consultation" dealt with medical doctors and were not appropriate for inclusion in the bibliography. Most of the references contain original annotations by the authors of the bibliography.

BOOKS ON CONSULTATION

Alpert, J., & Meyers, J. (1983). Training in consultation. Springfield, IL: Charles C. Thomas. Procedures for training mental health professionals in consultation; directed mainly at school psychologists though applicable to others.

Argyris, C. (1960). Understanding organizational behavior. Homewood, IL: Dorsey. Classic in field of organizational development.

Argyris, C., & Schon, D. (1974). Theory in practice: Increasing professional effectiveness. San Francisco: Jossey-Bass. Although written more for business this book offers interesting insights into promoting change in organizations.

Argyris, C. (1970). Intervention theory and method: A behavioral science view. Reading, MA: Addison-Wesley. Classic from organizational psychology often quoted in consult literature; discusses principles of change and offers examples.

Beckhard, R. (1969). Organization development: Strategies and models. Reading, MA: Addison-Wesley.

Beisser, A. R (1972). Mental Health consultation and education. Palo Alto, CA: National Press Books. Overviews roles of consultant in schools; practical suggestions Written in question and answer dialogue format; exercises.

Bell, C. R., & Nadler, L. (Eds.). (1985). Clients & consultants: Meeting and exceeding expectations. Houston: Gulf Pub. Co. Identical to The Client-Consultant Handbook by same authors.

Bell, C. R., & Nadler, L. (Eds.). (1979). The client-consultant handbook. Houston: Gulf Pub. Co. Contributions from experts including Peter Block, Gordon, Lippitt, & Carl Rogers on various aspects of consult. process.

Bennis, W. G., Benne, K. D., & Chin, R. (Eds.). (1984). The planning of change. New York: Holt, Rinehart and Winston. Various authors discusses issues of change in organizations.

Bergan, J. R. (1977). Behavioral consultation. Columbus, OH: Merrill. Description of behavioral consultation in school setting; includes step-by-step process, specific techniques.

Blake, R., & Mouton, J. (1983). Consultation (2nd. ed.). Reading, MA: Addison-Wesley. Views behavior as cyclical; successful consult. breaks cycle; interventions include acceptant, catalytic, confrontational, prescriptive, theory-principles; presents cube illustration.

Block, P. (1981). Flawless consulting: A guide to getting your experise used. San Diego: Learning Concepts. Presents examples of consulting in business and industry using dialogue style.

Bowers, D., G., & Franklin, J. L. (1977). Data-based organizational change. La Joll, CA: University Associates.

Brown, A. (1984). Consultation: An aid to social work. London: Heinemann Educational. Paperback guide to consultation in social work. Advocates group consultation, team approach.

Brown, D., & Brown, S. (1975). Consulting with elementary school teachers. Boston: Houghton Mifflin Co. Practical guide to working with teachers to facilitate child's learning.

Brown, D., Kurpius, D., & Morris, J. (1988). Handbook of consultation with individuals and small groups. Alexandria, VA: ACES. Monograph with variety of practical tricks and techniques for successful consultations in various settings; includes rating scale.

Brown, D., Wyne, M. D., Blackburn, J. E., & Powell, W. C. (1979). Consultation: Strategy for improving education. Boston: Allyn & Bacon. Describes theoretical models: client-centered, Adlerian, behavioral. Covers teacher, parent, student, organizational and community consultation.

Brown, J. H., & Brown, C. (1978). Consulting with parents and teachers. Cranston, IL: Carroll Press. Very practical guide to working with parents and teachers; many flowcharts and illustrations.

Burke, W. (1977). Current issues and strategies in organizational development. New York: Human Sciences Press.

Burke, W. (Ed.). (1978). The cutting edge: Current theory and practice in organization development. La Jolla, CA: University Associates, Inc.

Burke, W., & Hornstein, H. (1972). The social technology of organizational development. Fairfax, VA: NTL Learning Resources. Blends practice of organizational change strategies with theories; includes examples.

Caplan, G. (1970). The theory and practice of mental health consultation. New York: Basic Books. Classic text on Caplan's Consultee-centered consultation model

Carlson, J., Splete, H., & Kern, R. (Eds.). (1975). The consulting process. Washington, D.C.: APGA. Mental health consultation primarily in educational settings.

Cascio, W. (1982). Costing human resources: The financial impact of behavior in organizations. Boston: Kent Publishing Co.

Cole, E., & Siegel, J. A. (Eds.). (1990). Effective consultation in school psychology. Lewiston, NY: Hofgrebe & Huber. Discusses an overall model for consultation service that advocates expanded use of consultation without abandoning educators' need for assessment.

Connor, R. A., Jr., & Davidson, J. P. (1985). Marketing your consulting and professional services. Somerset, NJ: John Wiley & Sons. Suggestions for determining your market, advertising, and attracting clients.

Conoley, J. C. (Ed.). (1981). Consultation in schools: Theory, research, procedures. New York: Academic Press. Many big name contributors mostly from school psychology discuss theory, process, and practice.

Conoley, J. C., & Conoley, C. W. (1982). School Consultation: A guide to practice and training. Elmsford, NY: Pergamon Press. Excellent introduction to school-based consultation.

Cooper, S., & Heenan, C. (1980). Preparing, designing, leading workshops: A humanist approach. Boston: CBI Publishing Co.

Cooper, S., & Hodges, W. F. (Eds.). (1983). The mental health consultation field. New York: Human Science Press. Collection of readings mainly from the field of community psychology.

Curtis, M. J., & Zins, J. E. (Eds.). (1981). The theory and practice of school consultation. Springfield, IL: Charles C. Thomas. Collection of articles on various aspects of school psychological consultation including models, process, research, and ethical issues.

Dalton, G., & Lawrence, P. (Eds.). (1970). Organizational change and development. Homewood, IL: Irwin.

Dinkmeyer, D. C., & Carlson, J. (1975). Consultation: A book of readings. New York: Jon Wiley & Sons.

Donaldson, L., & Scabbekk, E. (1984). Human resource development. Reading, MA: Addison-Wesley.

Drapela, V. J. (1983). The counselor as consultant and supervisor. Springfield, IL: Charles C. Thomas. New roles counselor in school and mental health settings.

Dyer, W. G. (1982). Contemporary issues in management and organizational development. Salt Lake City, UT: Brigham Street House. Strategies for coaxing change in organizations; overcoming resistances to change; team approach.

Faust, V. (1968). The counselor-consultant in the elementary school. Boston: Houghton-Mifflin Co. Classic text argues for consultant role in elementary school.

Fine, M. J. (Ed.). (1989). School psychology: cutting edges in research and practice. Washington, DC: National Education Association. Main focus is on the future of school psychology. Articles are by contributors at 1988 APA symposium held by division of school psychology.

Fordyce, J., Weil, R. (1979). Managing with people: A manager's handbook of organization development methods. Reading, MA: Addison-Wesley.

Fox, R., Schmuck, R., Van Egmond, E., Ritvo, M., & Jung, C. (1975). Diagnosing professional climates of schools. Fairfax, VA: NTL Learning Resources. Describes how school climate affects student performance, des- cribes various climates and how to identify them through observations and other measures.

French, W., & Bell, C. (1978). Organization development. Englewood Cliffs, NJ: Prentice-Hall. Basic textbook on principles and procedures for OD.

Fullmer, D. W., & Bernerd, H. W. (1972). The school counselor-consultant. Boston: Houghton-Mifflin Co. Argues for child advocacy via counselor-consultant role.

Gallessich, J. (1982). The profession and practice of consultation. San Francisco: Jossey-Bass. Mental health consultation primarily from social work context.

Goodland, J. (1975). The dynamics of educational change. New York: McGraw Hill.

Goodstein, L. D. (1978). Consulting with human service systems. Reading, MA: Addison-Wesley. For clinical psychologists, community psychologists; concerned with rationale & purpose of consultation in health organizations

Gore, G. J., & Wright, R.G. (1979). The academic consultant's connection. Dubuque, IA: Kendall/Hunt. Practical guide to how to be hired as consultant and how to share expertise. For academics.

Griffith, C. R., & Libo, L. M. (1968). Mental health consultants: Agents of community change. San Francisco: Jossey-Bass. Overview of theory, process and techniques for variety of mental health service providers.

Hamerlynck, L. A., Handy, L. C., & Mash, E. J. (Eds.). (1973). Behavior change-Methodology, concepts and practice. Champaign, IL: Research Press.

Hansen, J. C., Himes, B. S., & Meier, S. (1990). Consultation: Concepts and practices. Englewood Cliffs, NJ: Prentice-Hall. Presents several theories and models for practice in schools, business, and medical settings. Also covers methods for groups and families, and training and education.

Harvey, D., & Brown D. (1976). An experiential approach to OD. Englewood Cliffs, NJ: Prentice-Hall.

Hausser, D. L., Pecorella, P. A., & Wissler, A. L. (1977). Data-based: A manual for consultants. La Jolla, CA: University Associates.

Havelock, R. (1973). The change agent's guide to innovation in education. Englewood Cliffs, NJ: Prentice-Hall. How administrators can initiate and facilitate change in the school system. Case studies and step-by-step illustrations.

Heller, K., & Monohan, J. (1977). Psychology and community change. Homewood, IL: Dorsey Press. Principles of social psychology applied to change in community settings.

Huse, E. (1980). Organization development and change (2nd ed.). St. Paul, MN: West Publishing Co.

Idol-Maestas, L. (1983). Special educator's consultation handbook. Rockville, MD: Aspen Books.

Ivey, A. E. (1988). Intentional interviewing and counseling (2nd ed.). Monterey, CA: Brooks/Cole. Describes hierarchy of microcounseling skills applicable to consultation process.

Kelly, R. (1981). Consulting: The complete guide to a profitable career. New York: Charles Scribner's Sons.

Ketterer, R. F. (1980). Consultation and education in mental health: Problems and prospects. San Francisco: Sage.

Ketterer, R. R., & Boder, B. C. (1977). Issues in the development of consultation and education services in community mental health centers. Ann Arbor, MI: Center of Human Services Research. Delineates issues and services mental health consultants address in community clinics and agencies.

Kirby, J. H. (1985). Consultation: Practice and practitioner. Muncie, IN: Accelerated Development. Consultation with various groups including community agencies, emergency health providers, hospitals, other organizations.

Kratochwill, T. R. (1990). Behavioral consultation in applied settings: An individual guide. New York: Plenum. Skills trining for psychologists, counselors, and social workers in a model for delivery of behavioral consultation.

Kurpius, D. J. (Ed.). (1978). Learning: Facilitating growth through influencing learning environments. Muncie, IN: Accelerated Development. Describes how Sch Psych/Counselor can create change in school environments through consultation and how it affects children's learning and psychological well-being; practical suggestions.

Kurpius, D. J., & Brubaker, J. C. (1976). Psychoeducational consultation: Definition-function-preparation . Bloomington, IN: Indiana University. Developmental and preventive model of consultation in school settings.

Kurpius, D., & Brown, D. (Eds.). (1988). Handbook of consultation: An intervention for advocacy and out- reach. Alexandria, VA: AACD. Monograph serves as introductory text; discusses theoretical models, techniques, and uses case examples.

Lippitt, G. (1982). Organization renewal: A holistic approach to organization renewal (2nd ed.). Englewood Cliffs, NJ: Prentice-Hall.

Lippitt, G., & Lippitt, R. (1986). The counsulting process in action. San Diego, CA: University Associates. Latest edition of this classic in the field. Describes theory and practice of consultation primarily for school settings.

Lippitt, R., & Lippitt, G. (1982). Systems thinking: A resource for organizational diagnosis and information. Bethesda, MD: International Consultants Foundation

Loughary, J., & Hopson, B. (1979). Producing workshops, seminars, and short courses: A trainer's handbook. New York: Adult Education Co.

Lubin, B., Goodstein, L., & Lubin, A. (1979). Organization change sourcebook II: Cases in conflict management . San Diego: University Associates.

Lubin, B., Goodstein, L., & Lubin, A. (1979). Organization change sourcebook I: Cases in organization develop ment. San Diego: Unversity Associates.

Macguire, L. M., Temkin, S., & Cummings, P. C. (1971). An annotated bibliography on administering change. Philadelphia: Research for Better Schools. Although the sources are dated this can provide useful back- ground information about modes of change in school systems.

Mannino, F. V., MacLennan, B. W., & Shore, M. F. (Eds.). (1975). The practice of mental health consultation. New York: Gardner Press. An overview of consultation in variety of settings. References useful and grouped into clergy, corrections, E.C.E., medical, industry, military, schools, social agencies.

Marguiles, N., & Wallace, N. (1973). Organizational change: Techniques and applications. Glenview, IL: Scott, Foresman. Overview of various change-agent strategies illustrated with examples from various settings.

Meyers, J., Martin, R., & Hyman, I. (Eds.). (1977). School consultation: Readings about preventative techniques for pupil personnel workers. Springfield, IL: Charles C. Thomas. Short articles by various authors covering areas of diagnosis, behavior modification, mental health consultation, organization development, and consultation.

Meyers, J., Parsons, R. D., & Martin R. (1979). Mental health consultation in the schools. San Francisco: Jossey-Bass. Discusses 4 service delivery models: direct service to child, indirect service to child, direct service to teacher, & service to organization; chapters on process, evaluation, trends.

Miles, M., & Schmuck, R. (1971). Organization development in schools. Palo Alto, CA: National Press.

Myrick, R. D. (1987). Developmental guidance and counseling: A practical approach. Minneapolis, MN: Educational Media Corp. Chapter 10 (pp. 331-372) deals with consultation as a counselor intervention.

Nadler, D. (1977). Feedback and organization development: Using data-based methods . Reading, MA: Addison-Wesley. Introduces technique of creating database to collect and organ- ize information on system to be used to plan change.

Newman, R. G. (1967). Psychological consultation in the schools: A catalyst for learning. New York: Basic Books

Nietzel, M. T. (1986). Psychological consultation in the courtroom. New York: Pergamon. Covers consultation with attorneys about jury selection, courtroom dynamics, and trial strategy. Describes theory and implementation of model.

Owens, R. G. (1970). Organizational behavior in the schools. Englewood Cliffs, NJ: Prentice-Hall. Overview of organizational theory applied to school systems.

Parker, C. (1975). Psychological consultation: Helping teachers meet special needs . Reston, VA: The Council for Exceptional Children. Papers presented at conference include theory & practice of consultation in schools, case reviews and examples to illustrate the process.

Parsons, R. D., & Meyers, J. (1984). Developing consultation skills. San Francisco: Jossey-Bass. Chapters on principles for successful consult., facilitating the process, skills for different stages, evaluation. Includes exercises and extensive references.

Pfeiffer, J. W., & Jones, J. E. (1977). The 1977 annual handbook for group facilitators. Ethical considerations in consulting. San Diego, CA: University Associates. These monographs were mainstay of group leaders in 70s and some times contain articles or techniqes applicable to consultation.

Plas, J. M. (1986). Systems psychology in the schools. Elmsford, NY: Pergamon. Chapters on philosophy and theory of systems approach in family community and schools; case examples from school setting.

Plog, S. C., & Ahmed, P. I. (Eds.). (1977). Principles and techniques of mental health consultation. New York: Plenum Medical Books. Includes chapters on mental health consulting to welfare agencies, criminal justice agencies, and consultation with local churches.

Ritter, D. R. (1982). Consultation, education and prevention in community mental health. Springfield, IL: Charles C. Thomas.

Rosenfield, S. A. (1987). Instructional consultation. Hilldale, NJ: Erlbaum. Focuses on the role of a school psychologist as a consultant especially in regard to instructional concerns.

Sarason, S. B. (1971). The culture of the school and the problem of change. Boston: Allyn & Bacon. Although dated many of the descriptions of schools as conserva- tive and resistant to change are still relevant as are some of the proposed strategies.

Schein, E. H. (1969). Process consultation: Its role in organization development. Reading, MA: Addison-Wesley. Classic text in the field of organizational development and consultation.

Schmuck, R., & Miles, M. (Eds.). (1985). Handbook of organization development in schools. Palo Alto, CA: Mayfield Pub. Co. Revised edition of popular handbook; heavy on group processes.

Schmuck, R., Murray, D., Smith, M., Schwartz, M, & Runkel, M. (1975). Consultation for innovative schools. Eugene, OR: University of Oregon Press. Facilitating change in elementary school. Case examples.

Singh, R., Jr. (1971). Community mental health consultation and crisis intervention. Berkeley, CA: Book People. Community psychologists take proactive approach to community mental health.

Steele, F. (1975). Consulting for organizational change. Amherst, MA: University of Massachusetts Press. Whimsical reading; emphasizes consultation as an educational process.

Steinberg, D. (1989). Interprofessional consultation: innovation and imagination in working relationships. Boston: Blackwell. Overall look at consultation covering theory and practice, from an interprofessional approach.

Stryker, S. C. (1982). Principles and practices of professional consulting. Washington, D.C.: Bermont Books. Overview of consultation applicable to a variety of specialists working in various fields. Presents interesting history of field

Taylor, B., & Lippitt, G. (Eds.). (1975). Management development and training handbook. New York: McGraw-Hill.

Tepper, R. (1987). The consultant's problem-solving workbook. Somerset, NJ: John Wiley & Sons.

Vacher, C. D., & Stratas, N. E. (1976). Consultation-education: Development and evaluation. New York: Human Services Press. Experience of psychiatrist-physician consultation project in North Carolina.

Watzlawick, P., Weakland, J., & Fisch, R. (1974). Change: Principles of problem formation and problem resolution . New York: Norton. These family therapists introduce paradoxical techniques for inducing change which can be applied to systems other than families.

Zusman, J., & Davidson, D. L. (Eds.). (1972). Practical aspects of mental health consultation. Springfield, IL: Charles C. Thomas. Sections on theory, process, consultee's view, consultation and its relatives, training.

JOURNAL ARTICLES ON CONSULTATION

Abec, J. M. (1987). Mental health consultation in schools: A developmental perspective. School Psychology International, 8(2-3), 73-77. Type of consultative services requested may vary as a function of the relationship between consultant and the system.

Abidin, R. R. Jr. (1975). Negative effects of behavioral consultation. Journal of School Psychology, 13(1), 51-? Examines teacher resistance and other negative side effects of behavioral consultation.

Adkins, L. (1977). New demands on the school counselor. Counselor Education and Supervision, 17, 137-141. Direct service inadequate; sch couns need consultation training.

Ajchenbaum, M., & Reynolds, C. R. (1981). A brief case study using behavioral consultation for behavior redirection. School Psychology Review, 10, 407-408. Sch Psyc can take more cases; fosters teacher cooperation; Teacher generalizes skills; feels equal status with Sch Psyc.

Alpert, J. L., & Trachtman, G. M. (1980). School psychological consultation in the eighties: Relevance for the delivery of special services. School Psychology Review, 9, 234-238. Argues that consultation is more relevant than ever given increased demands and workloads of school psychologists.

Alpert, J. L., & Yammer, M. D. (1983). Research in school consultation: A content analysis of selected journals. Professional Psychology: Research and Practice, 14, 604-612. Most research: survey, baseline studies, behavioral techniques case studies, in schools. Need systematic program of research rather than discrete studies with simple statistical techniques.

Alpert, J. L., Ballantyne, D., & Griffiths, D. (1981). Characteristics of consultants and consultees and success in mental health consultation. Journal of School Psychology, 19, 312-322. Compared success and nonsuccess consults; Consultees of success consults were more authoritarian and dogmatic, differed fromconsultants; small n=15 makes generalization difficult.

Alpert, J. L., Silverstein, J. M., & Haynes, R. (1980). Utilization of groups in training for school consultation. Journal of School Psychology, 18, 240-246. Describes group consultation practicum. Instructor must define focus (process v content), purpose (supervision v consultation) & format (structured v unstructured) of training groups.

Alpert, J. L., Weiner, L. B., & Ludwig, L. M. (1979). Evaluation of outcome in school consultation. Journal of School Psychology, 17, 59-66. Consultative role of counselor/sch psyc. affected by PL 94-142 by increasing need for 1) psychoeducational assessment, 2) more teacher consultations, & 3) more environmental consult.

Alpert, J., & Rosenfield, S. (1981). Consultation and the introduction of social problem-solving Personnel and Guidance Journal, 60, 37-41.

Anandam, D., & Williams, R. L. (1971). A model for consultation with classroom teachers on behavior management. School Counselor, 18, 253-259. Advocates collaborative, facilitative approach.

Anderson, T. (1984). Consultation: Would you like co-evolution instead of referral? Family Systems Medicine, 2, 370-379. Case studies of family systems psychiatrist collaborations with physicians in Norway. Advocates collaboration over referral in mental health.

Aplin, J. C. (1978). Structural change vs. behavioral change. Personnel and Guidance Journal, 56, 407-411. Introduces the systemic view of change central to many consultation theories as well as family therapies.

Armanakis, A. A., Burdg, H. B., & Metzger, R. O. (1989). Invited Commentary: Current issues in consultant selection. Consultation An International Journal, 8(2), 133-142. Attempts to stimulate scientific studies of consultation that will enhance practice. Discusses 3 phases of consultation.

Armenakis, A., Bedeian, A., & Pond III, S. (1983). Research issues in OD evaluation: Past, present, and future. Academy of Management Review, 8, 320-328.

Atlas, J. W. (1975). Consulting: Affecting change for minority students. J of Non-White Concerns in Personnel & Guidance 3, 154-160.

Aubrey, R. (1972). Power bases: The consultant's vehicle for change. Elementary School Guidance and Counseling, 7, 90-98. Introduces notion that individual therapy is not best use of counselor's resources and suggests consultation as alternative.

Aubrey, R. F. (1978). Consultation, school interventions, and the elementary counselor. Elementary School Guidance and Counseling, 56, 351-354. Consultant in school acts as: resource obtainer, system negotiator, teacher collaborator, developmental educator. Need for consultant role crucial with student numbers and PL 94-142.

Avis, J. P. (1987). Applying counselor skills to "improving the human environment of schools" (IHES) groups. School Counselor, 34, 297-303. In-service for teachers where counselor helps teachers identify ways to improve social and learning environments.

Babb, H., & Kopp, D. (1978). Application of behavior modification in organization: A review and critique. Academy of Management Review, 3, 281-292.

Babock, N. L., & Pryzwansky, W. B. (1983). Models of consultation: Preferences of educational professionals at five stages of service. Journal of School Psychology, 21, 359-366. Overall order of preference : Collaboration, Mental Health, Medical, Expert. Collaboration Model preferred at most stages but Mental Health and Expert desired during final stages.

Backer, T. E. (1986). Disability management: Implications for clinical practice and consultation in the workplace. Journal of Applied Rehabilitation Counseling, 17(3), 38-42. Current opportunities for rehabilitation counselors providing services on worksite and ethical issues are discussed.

Bauer, A. M., & Sapona, R. H. (1988). Facilitation and problem solving: A framework for collaboration between counselors and teachers. Elementary School Guidance and Counseling, 23(1), 5-9. Presents a behavioral-conceptual framework for collaborative problem solving between teachers and counselors.

Beaudway, D. L. (1986). 3M: A disability management approach. Journal of Applied Rehabilitation Counseling, 17(3), 20-22. Case study of disability-management program designed to control costs by returning disabled employees to work.

Beer, M., & Walton, E. (1990). Developing the competitive organization: Interventions and strategies. American Psychologist, 45(2), 154-161. Explores paradigmatic transformations in how corporations organize and manage people. Process and structurally oriented consultants can support the changes.

Bellack, A. S., & Franks, C. M. (1975). Behavioral consultation in the community mental health center. Behavior Therapy, 6, 388-391.

Bender, D. (1972). Counseling, Consulting, or developmental guidance? Toward and answer. Elementary School Guidance and Counseling, 5, 245-252. Differentiates counselor functions; proposes a synthesis model for delivering developmental and preventative guidance.

Bergan, J. R., & Tombari, M. L. (1976). Consultant skill and efficiency and the implementation and outcomes of consultation. Journal of School Psychology, 14, 3-14. Research indicates that consultant variables most important at problem identification phase. Successful problem identification best predictor of successful outcome as rated by teachers.

Bergan, J. R., & Tombari, M. L. (1975). The analysis of verbal interactions occurring during consultation . Journal of School Psychology, 13, 209-226. Shows how to use Consultation Analysis Technique (CA). Research using CA shows that problem identification most important in developing intervention plan which is best predictor of success.

Bergan, J. R., Byrnes, I. M., & Kratochwill, T. R. (1979). Effects of behavioral and medical models of consultation on teacher expectations and instruction of a hypothetical child. Journal of School Psychology, 17, 307-316. Analog study in which teachers reported decided preference for behavioral consultation over medical model.

Bergan, J. R., Kratochwill, T. R., & Luiten, J. (1980). Competency-based training in behavioral consultation . Journal of School Psychology, 18, 91-97. Training in behavioral consultation has advantages of relating methods to goals, objectives to evaluation, and evaluation to research. Training makes extensive use of role plays.

Bergstrom, D. A., Hill, E. L., & Miller, L. S. (1984). Training for rural community psychology: A consultation and education practicum. Journal of Rural Community Psychology, 5(2), 19-31. Argues for consultative services in isolated and rural areas Suggestions for training procedures including internship.

Bernheim, K. F. (1989). Psychologists and families of the severely mentally ill: The role of family consultation. American Psychologist, 44(3), 561-564. Discusses providing consultation services for families providing care to members who are severely mentally ill.

Berry, J. (1983). The consultants wake up to human resources. Human Resource Management, 22, 287-296.

Berry, J. O. (1987). A program for training teachers as counselors of parents of children with disabilities. Journal of Counseling and Development, 65, 508-509. Describes a four-session in-service program to facilitate teachers working with parents.

Berven, N. L., & Scofield, M. E. (1980). Evaluation of professional competence through standardized simulations: A review. Rehabilitation Counseling Bulletin, 24, 178-202. Use of simulations of case dilemmas to determine competence and ethics of counselors.

Blake, R. R., & Mouton, J. S. (1978). Toward a general theory of consultation. Personnel and Guidance Journal, 56, 328-330. An attempt to combine elements of various theories into a general process; result resembles collaborative problem-solving.

Bloch, A. C., & Shor, R. (1989). From consultation to therapy in group work with parents of cultists. Social Casework, 70(4), 231-236. Discusses consultation and therapy with parents of cultists.

Blocher, D. H., & Rapoza, R. S. (1972). A systematic eclectic model for counseling-consulting. Elementary School Guidance and Counseling, 7, 106-113. Rationale for developmental guidance in elementary school via counselor-consultant.

Blum, L. (1986). Building constructive counselor-teacher relationships. Elementary School Guidance and Counseling, 20, 236-239. Advocates close relationship between teacher and counselor. Suggests consultant characteristics facilitating relationship.

Bonebrake, C. R., & Borgers, S. B. (1984). Counselor role as perceived by middle school counselors and principals. Elementary School Guidance and Counseling, 18, 194-199. Counselors and principals ranked teacher consultation and parent consultation as high priority for counselors.

Boss, R. (1979). It doesn't matter if you win or loose unless you're losing: Organizational change in a law enforcement agency. Journal of Applied Behavioral Sciences, 15, 198-220.

Bossard, M. D., & Gutkin, T. B. (1983). The relationship of consultant skill and school organizational characteristics with teacher use of school-based consultation. School Psychology Review, 12(1), 50-56. 10 elem schools assigned grad student consultants for 14 weeks; results revealed teachers most likely to use consultants they perceived as skilled and when principal supported consultation.

Bourgeois III, L., & Boltvinik, M. (1981). OD in cross-cultural settings: Latin America. California Management Review,

Bowen, D., & Nath, R. (1978). Transactional Analysis in OD: Applications within the NTL model. Academy of Management Review,

Broskowski, A. (1978). Concepts of teacher-centered consultation. School Psychology Digest, 7, 38-45. Theoretical basis of teacher-centered consultation. Consultant as a facilitator rather than expert.

Broskowski, A. (1978). Evaluation of consultation training programs. Professional Psychology, 9, 210-219. Must evaluate knowledge, attitudes and behaviors of trainees. Recommends use of quasi-experimental design over time.

Brown, A. (1988). Consultation for groupworkers: Models and methods. Social Work with Groups, 1(1-2), 145-163. Summarizes the features of group work that influence group work consultation with qualified practitioners. Discusses group, individual, and team consultation.

Brown, D. (1989). The perils, pitfalls, and promises of school counseling program reform. Special Issue: Beyond role debate to role implementation. School Counselor, 37(1), 47-53. Author, as outside consultant, describes working with 3 school districts that had deteriorated into ineffectiveness.

Brown, D., & Brown, S. (1975). Parental consultation: A behavioral approach. Elementary School Guidance and Counseling, 10, 95-102. Describes process for parent conferences using behavioral strategies.

Brown, D., Spano, D. B., & Schulte, A. C. (1988). Consultation training in master's level counselor education programs. Counselor Education and Supervision, 27, 323-330. 164 programs surveyed using Splete & Bernstein (1981) question- naire; 43.9% offer courses, 21.9% require course, 28% offer advanced course; conclude courses & field work still inadequate.

Brown, D., Spano, D. B., & Schulte, A. C. (1988). Consultation training in master's level counselor education programs. Counselor Education and Supervision, 27(4), 323-330. Updated Splete and Bernstein's research on didactic consultation training experiences offered by counselor ed departments.

Brown, G. W. Consultation in special education: II. Training and practice Journal of Learning Disabilities,Journal of Learning Disabilities, (1987). Points to relevance of psychiatrists, clinical psychologists, physicians taking a team approach in special education.

Brown, J. A., & Kameen, M. C. (1975). Focused videotape feedback: A consultation approach with teachers . Elementary School Guidance and Counseling, 10, 4-12.

Browning, L. (1982). The ethics of intervention: A communication consultant's apology. Journal of Applied Communication Research, 10, 101-116. Uses example of mental health agency to illustrate ethical responsibilities and dilemmas of consultants.

Brubaker, J. C. (1978). Futures consultation: Designing desirable futures. Personnel and Guidance Journal, 56, 428-431. Looks at projected societal trends and discusses possibilities for mental health professionals influencing future through consultation efforts.

Buchanan, P. (1972). Organizational development as a process strategy for change. Educational Technology, 12(10), 10-13.

Bundy, M. L., & Poppen, W. A. (1986). School counselors' effectiveness as consultants: A research review. Elementary School Guidance and Counseling, 20, 215-222. Research indicates that school counselors consultation with teachers and parents has positive effects. Behavioral and Adlerian consultation was more effective than consultee-centered

Burdett, J. O. (1988). Easing the way out. Personnel Administrator, 33(6), 157-166. Discusses the use of outplacement to provide service to terminated executives. Delineates between counseling and consulting, individual and corporation.

Burggraf, M. (1979). Consulting with parents of handicapped children. Elementary School Guidance and Counseling, 13, 214-221. Discusses special issues in working with parents of disabled children and their teachers.

Burke, W. (1976). Organization development in transition. Journal of Applied Behavioral Science, 12, 22-43.

Calia, V. (1974). Systematic human relations training: Appraisal and status. Counselor Education and Supervision, 14, 85-94.

Carlson, J. (1972). Consulting: Facilitating school change. Elementary School Guidance and Counseling, 7, 83-88. Proposes consultation as a strategy for change in schools.

Carlson, J. (1975). Parent consultation: Developing power bases and helping people. Psychology in the Schools, 12, 358-364. Explains how parents can be enlisted to support school guidance programs and influence administration policy.

Carrington, D., Cleveland, A., & Ketterman, C. (1978). Collaborative consultation in the secondary schools. Personnel and Guidance Journal, 56, 355-358. Describes benefits of working closely with teachers in equal, facilitative relationship rather; details process.

Cash, W., & Minter, R. (1979). Consulting approaches: Two basic styles. Training and Development Journal, 33(9), 26-38. Contrasts directive, problem-solving and facilitative styles in business setting.

Cherniss, C. (1976). Preentry issues in consultation. American Journal of Community Psychology, 4, 13-24.

Cherniss, C. (1978). The consultation readiness scale: An attempt to improve consultation practice. American Journal of Community Psychology, 6, 15-21. Presents a rating scale to determine the receptiveness of organization to external consultation and attempts to identify potential sources of resistance.

Childers, J. H., Jr., & Fairman, M. (1986). The school counselor as facilitator of organizational health. School Counselor, 33, 332-337. Advocates role of change agent of organizational behavior for school counselor/consultant; Suggests strategies.

Childress, N. W. (1982). Group consultation with middle school teachers. School Counselor, 30, 127-132. School counselor assisted 1st year 6th grade teachers in class management and communication skills with parents.

Christensen, O. C. (1972). Family education: A model for consultation. Elementary School Guidance and Counseling, 7, 121-129. Advocates parent education as preventive guidance.

Cleven, C. A., & Gutkin, T. B. (1988). Cognitive modeling of consultation process: A means for improving consultee's problem definition skills. Journal of School Psychology, 26, 379-389. Study investigated whether awareness of problem definition skills could increase understanding of these during consultation interactions. Cognitive modeling was found to be a factor.

Coche, J. (1989). Consultation in group therapy with children and adolescents. Special Issue: Variations on teaching and supervising group therapy. Journal of Independent Social Work, 3(4), 99-109. Discusses the nature of consultation, how to choose a clinical consultant, and key variables in the consultation proces in pediatric group therapy.

Cochran, D. J. (1980). Contracting in consultation: Training guidelines and examples. Counselor Education and Supervision, 20, 125-131. Use written contracts to mark progress through each stage of consultation, define relationship, educate consultee to process. Examples of written contracts are provided.

Cohen, E., & Osterweil, Z. (1986). An "issue-focused" model for mental health consultation with groups of teachers. Journal of School Psychology, 24, 243-256. Preventative group consultation focuses on teachers instead of individual problem students. Guidelines for training included.

Cohen, R. E. (1987). The Armero tragedy: Lessons for mental health professionals. Hospital & Community Psychiatry, 38, 1316-1321. Describes success and failure of disaster relief team in wake of volcano in Armero, Columbia which killed 22,000 persons.

Cohen-Cole, S. A., Haggerty, J., & Raft, D. (1982). Objectives for residents in consultation psychiatry: Recommendations of a task force. Psychosomatics, 23, 699-703. Presents specific training objectives.

Cole, S. M., Thomas, A. R., & Lee, C. C. (1988). School counselor and school psychologist: Partners in minority family outreach. Journal of Multicultural Counseling and Development, 16(3), 110-116. Presents a model for cooperation between school counselors and school psychologists for promoting involvement in minority youth education.

Conoley, J. C., & Conoley, C. W. (1988). Useful theories in school-based consultation: Special Issue: Dimensions of shcool consultation practice. RASE-Remedial and Special Education, 9(6), 14-20. Analyzes the major consultation theories according to action criteria of how it is introduced, who is the target, and what strategies flow from each perspective.

Conyne, R. K. (1978). A way to begin consulting on campus. Journal of College Student Personnel. 19, 284-285. Describes steps of consulting in higher education setting.

Conyne, R. K. (1982). Reaction to Meade, Hamilton, and Yuen: The time is yesterday. Counseling Psychologist, 10, 53-55. Disagrees with notion that effectiveness of school-based consultation has been demonstrated. Enumerates problems with consultation research and proposes challenges.

Cook, P. (1971). Case analysis: Consultation and counseling. Elementary School Guidance and Counseling, 5, 302-307. Case illustration of differences and overlap of counseling and consultation.

Cooper, L. (1971). Making the most of an educational consultant. School Management, 9, 16-17. Interesting article explores effective consultancy from the consumer's point of view.

Covert, A. B. (1979). Community mental health nursing: The role of the consultant in the nursing home. J of Psychiat. Nursing & Mental Health Services 17(7), 15-19 Describes role of psychiatric nurse-consultant in nursing home

Curtis, M. J., & Watson, K. L. (1980). Changes in consultee problem clarification skills following consultation. Journal of School Psychology, 18, 210-221. 8 spec ed. teachers rated as hi or lo skill level on COAF. They consulted reg teachers who rated them. Hi skill consultants spent more time consulting;their teachers reported more useful info

Davis, A. H., Savicki, V., Cooley, E. J., & Firth, J. L. (1989). Burnout and counselor practitioner expectations of supervision. Counselor Education and Supervision, 28(3), 234-241. Developed a measure of counselor satisfaction in several areas, including consultation, in order to study relationship between supervision and burnout.

Dent, M. W. (1974). Consulting with teachers via the guidance team. Personnel and Guidance Journal, 52, 685-688. Describes guidance team approach to working with teachers.

DeWayne, J. K. (1978). Defining and implementing a consultation program in schools. School Psychology Digest, 7(3), 4-17.

Dietz, P. E., & Reese, J. T. (1986). The perils of police psychology: 10 strategies for minimizing role conflicts when providing mental health services and Behavioral Sciences & the Law, 4, 385-400. Difficulties for mental health professionals consulting with police arise out of informed consent and other issues.

Dimock, H. G. (1978). The use of systems-improvement research in developing a change strategy for human-service organizations. Group and Organization Studies, 3, 365-375.

Dinkmeyer, D. (1971). A developmental model for counseling-consulting. Elementary School Guidance and Counseling, 6, 81-85. Argues for developmental-preventative model for guidance in schools.

Dinkmeyer, D., & Carlson, J. (1977). Consulting: Training counselors to work with teachers, parents, and administrators. Counselor Education and Supervision, 16, 172-177. Lists general competencies and breaks each down into steps involving goals, demonstrations, role play, written exam, simulation with class, video simulation; extensive references.

Dinkmeyer, D., & Dinkmeyer, D., Jr. (1978). Consultation: One answer to the counselor role. Elementary School Guidance and Counseling, 13, 99-103. Suggests consultation as a means of overcoming shortage of counselors in elementary schools and heavy caseloads.

Dinkmeyer, D., Jr., & Dinkmeyer, D. (1984). School counselors as consultants in primary prevention programs. Personnel and Guidance Journal, 62, 464-466. Recommends individ. counseling w/ admin., teachers, parents; consultation w/ system, teacher in-services, parent group consultations, parent education with Adlerian framework.

Dlugokinski, E. (1984). Developing cooperative school environments for children. Elementary School Guidance and Counseling, 18, 209-215. School counselor acts as consultant to organize groups of teachers, parents, and community to improve school climate.

Dodson, W. W., & Vaccaro, B. (1988). Mental health consultation in campus discipline: A program of primary prevention. Journal of American College Health, 37(2), 85-88. Emphasis on preventive consultation to residence hall staff to avoid potential disciplinary problems.

Dodson-Chaneske, D. (1988). Mental health consultation to a police department. Journal of Human Behavior and Learning, 5(1), 35-38. Discusses issues in the training of police officers in family crisis intervention and community /human relations by mental health professionals.

Domke, J. S., Winkelpleck, J. M., & Westefeld, J. (1980). Consultation and outreach: Implementation at a university counseling center. Journal of College Student Personnel, 21, 211-214. Describes how consultation program can attract students to counseling center by advertising and promoting services.

Dorn F. (1986). The road to workshop consultation: Some directions for the new traveler. AMHCA Journal, 8, 53-59.

Dorr, D. (1978). Training for rapid behavioral consultation. Professional Psychology, 9, 198-202. Advocates no-nonsense appoach based on behavioral strategies begin w/ normal children before tackling troubled child, use punishment and reinforcement.

Douglas, J. (1982). A "systems" perspective to behavioral consultation in schools: A personal view. Bulletin of the British Psychological Society, 35, 195-197. Steps of consult. include problem defin., analysis of relevant systems, conceptualization, def. of change, selection & design of change, implementation & appraisal.

Drapela, V. J. (1985). An integrative approach to teaching consultation and supervsion. Counselor Education and Supervision, 24, 341-348. Proposes course in supervision and consultation based on three- dimensional model (intervention x strategies x issues). Includes outline of course content.

Drapela, V. J. (1983). Counseling, consultation, and supervision: A visual clarification of their relationship. Personnel and Guidance Journal, 62, 158-162. Similarities and essential differences of three roles. Recommends all three be integrated in practice.

Drapela, V. J. (1985). The counselor as consultant. Int J for the Advancement of Counselling, 8, 45-53. 3-dimensional intervention model. Uses example of family with disabled person.

Dunn, W., & Swierczek, F. (1977). Planned organizational change: Toward grounded theory. Journal of Applied Behavioral Science, 13, 135-138.

Dustin, D., & Ehly, S. (1984). Skills for effective consultation. School Counselor, 32, 23-29. Describes specific skills relevant at 5 stages of Consult.: Phasing In, Problem Ident., Implementation, Termination and Follow Up. Excellent training model.

Dustin, R., & Burden, C. (1972). The counselor as a behavior consultant. Elementary School Guidance and Counseling, 7, 14-19. Describes role of counselor in behavior management.

Dworkin, A. L., & Dworkin, E. P. (1975). A conceptual overview of selected consultation models. American Journal of Community Psychology, 3, 151-159. Describes 4 models: consultee-centered, group process, social action, & ecological along 6 dimensions, definition, consultant characteristics, target pop., client motivation, entry, & goals.

Dyer, W. (1981). Selecting an intervention for organization change. Training and Development Journal, 35(4), 62-68.

Edwards, S., & Kleine, P. (1986). Multimodal consultation: A model for working with gifted adolescents. Journal of Counseling and Development, 64, 598-601.

Egberts, M. E. (1988). Changing belief systems in interpersonal peace making. Organization Development Journal, 6(2), 35-41. Discusses strategies for changing behavior along unconscious paths affecting frames of reference or beliefs.

Eiseman, J. A. (1977). A third-party consultation model for resolving recurring con- flicts collaboratively. Journal of Applied Behavioral Science, 13, 303-314.

Emiley, S. F., Grundle, T. J., & Yulick, E. S. (1975). Community system linkages through a school consultation program. Journal of Community Psychology, 3, 196-202.

Enright, M. F. (1985). The psychologist in medical arts practice and small hospitals. Psychotherapy in Private Practice, 3, 9-21. Describes role of psychologist as consultant in medical settings.

Errek, H. K., & Randolph, D. L. (1982). Effects of discussion and role-play activities in the acquisition of consultant interview skills. Journal of Counseling Psychology, 29, 304-308. Use of video-taped demonstrations & role plays led to superior ratings of consultation trainees by consultees.

Etzion, D. (1980). Consultants' involvement and its consequences in consultant- client verbal interaction. Journal of School Psychology, 27, 1-8. When consultant instructed to help client solve problem significantly less interruptions and incongruence than when consultants attempted to solve client problem.

Fannibanda, D. K. (1976). Ethical issues of mental health consultation. Professional Psychology, 7, 547-552. Basic principles presented: responsibility, autonomy, client & consultee welfare, misrepresentation, remuneration, consultant- consultee relationship, & confidentiality.

Fine, M. J. (1984). Integrating structural and strategic components in school-based intervention: Some cautions for consultants. Techniques, 1, 44-52. Uses and abuses of family therapy techniques as applied to school interventions. Advocates a non-linear causality model.

Fine, M. J., & Holt, P. (1983). Intervening with school problems: A family systems perspective. Psychology in the Schools, 20, 59-66. Differences between systematic & linear approaches to behavior change. Systems approach uses interviews, short-term family counseling and teacher consultations. Holistic view.

Fine, M. J., Franz, C., & Maitland, R. (1982). A transactional analysis of two kinds of consultative experiences . Transactional Analysis, 12, 159-161. Consultants rated by teachers as having conducted successful consultations were seen as I'm OK, You're OK, and Adult to Adult communication pattern.

Fine, M. J., Grantham, V. L., & Wright, J. G. (1979). Personal variables that facilitate or impede consultation. Psychology in the Schools, 16, 533-539. Interpersonal facilitativeness of consultant accounts for 44% variance in successful consultations. Lists specific consultant characteristics related to success; training implications.

Fitzgerald, T. H. (1987). The OD practitioner in the business world: Theory versus reality Organizational Dynamics, 16(1), 20-33. Conflict between assumptions of OD professionals and managers cause assorted problems.

Forti, T. J. (1983). A documented evaluation of primary prevention through consultation. Community Mental Health Journal, 19, 290-304. Empirical evidence that consultation can help religious community cope with change in its administrative structure.

Freidlander, P., & Brown, L. (1974). Organization development. Annual Review of Psychology, 25, 313-341.

Froehle, T. C. (1978). Systematic training for consultants through competency-based education. Personnel and Guidance Journal, 56, 436-441. Differentiates & delineates knowledge competencies, behavioral skill competencies and judgement competencies.

Fuchs, D., & Fuchs, L. S. (1989). Exploring effective and efficient prereferral interventions: A component analysis of behavioral consultation. School Psychology Review, 18, 260-278. Assessed effects of 3 versions of the Behavioral Consultation model on problem behavior in mainstream classrooms. BC was more effective than non.

Fuller, R. L., Geis, S. B. & Rush, J. (1988). Lovers of AIDS victim: A minority group experience. Death Studies, 12, 1-7. Presents a conceptual approach for introducing mental health research and/or consultation to support groups for lovers of AIDS victims.

Fullmer, D. (1972). Family group consultation. Elementary School Guidance and Counseling, 7, 130-136. Presents model for working with families in groups.

Gallessich, J., & Ladogana, A. (1978). Consultation training program for school counselors. Counselor Education and Supervision, 18, 100-108. 35-hour training module for course or workshop focuses on consult. theory & process, basic & advance skills, workshop leadership; uses role play, video and field experiences.

Garni, K. F. (1987). The internal consultant: All dressed up and nowhere to go. Journal of College Student Personnel, 28, 460-461.

Geist, R. A. (1977). Consultation on a pediatric surgical ward: Creating an empathic climate. American Journal of Orthopsychiatry, 47, 432-444. How to make hospital environment less frightening and more conducive to recovery of children.

Giannotti, T. J., & Doyle, R. E. (1982). The effectiveness of parental training on learning disabled children and their parents. Elementary School Guidance and Counseling, 17, 131-136. School counselors led 8-week Parent Effectiveness Training (PET) with 92 parents and had limited success in changing self- concepts and attitudes. Conclude that more time is needed.

Gilbert, S. P. (1989). The juggling act of the college counseling center: A point of view. Counseling Psychologist, 17(3), 477-489. Focuses on the consultative role of the counseling center on the college campus and its proper environment in nonemergency and gatekeeping functions.

Gillieron, E (1989). Evaluation of the patient's motivation for treatment during the first interview. American Journal of Psychotherapy, 43(4), 468-479. Describes how brief therapy has led to a rethinking of the first psychiatric consultation.

Ginsberg, A. (1989). Assessing the effectiveness of strategy consultants. Group and Organization Studies, 14(3), 281-298. Argues that the appropriateness of an evaluation model of strategy consultants must take into account the facilitation of change that reflects flexibility, responsiveness and adaptive behavior.

Glaser, E. M. (1981). Ethical issues in consultation practice with organizations. Consultation, 1, 12-16. Discusses special ethical dilemmas arising in organizational consultation including vested interests and mixed loyalties to management or personnel.

Gluckstern, N., & Packard, R. (1977). The internal-external change-agent team: Bringing change to a closed institution. A case study on a county jail. Journal of Applied Behavioral Science, 13, 41-52.

Golembiewski, R., Billingsley, K., & Yeager, S. (1976). Measuring change and persistence in human affairs: Types of change generated by OD designs. Journal of Applied Behavioral Science, 12, 133-157.

Gonzales, L. R. (1986). A community service for a rural high school. Prevention in Human Services, 4, 37-71. Case study involving 8 faculty, 2 administrators & 370 students in rural high school and consultation team.

Gordon, C. I., & Elmore, R. T. (1984). Athletic team development through psychological consultation. Journal of College Student Personnel, 25, 278-279. Use of psychological consultation to develop and maintain team discipline and morale.

Graden, J. L. (1989). Reactions to school consultation: Some considerations from a problem solving perspective. Professional School Psychology, 4(1), 29-35. Critiques W. Pryzwansky's article and notes differences between problem solving in the sciences and in school consultation.

Green, R. J., & Herget, M. (1989). Outcomes of systemic/strategic team consultation: II. Three year followup and a theory of "emergent design." Family Process, 28(4), 419-437. Milan style family therapy consultation teams report of a study of 3 yr. outcomes of therapy.

Green, R. J., & Herget, M. (1989). Outcomes of systemic/strategic team consultation: I. Overview and one-month results. Family Process, 28(1), 37-58, Examined a general systemic/strategic model when used in team consultations focusing on 1 mo. outcomes.

Griffin, B. L., Gillis, M. K., & Brown, M. (1986). The counselor as a computer consultant: Understanding children's attitudes toward computers. Elementary School Guidance and Counseling, 20, 246-249. Studied attitudes of children toward computers and concludes that it is important for counselors to assume role as computer consultant in school.

Gross, D. R., & Robinson, S. E. (1985). Ethics: The neglected issue in consultation. Journal of Counseling and Development, 64, 38-41. Discusses lack of ethical standards and some ethical issues faced by mental health consultants.

Gutkin, T. B. (1981). Relative frequency of consultee lack of knowledge, skills, confidence, and objectivity in school settings. Journal of School Psychology, 19, 57-61. Caplan predicted most consultees lack objectivity. Survey of 10 Sch Psych interns revealed most consultees lacked knowledge, skills & confidence rather than objectivity.

Hamilton, E. E. (1988). The facilitation of organizational change: An empirical study of factors predicting change agents' effectiveness. Journal of Applied Behavioral Science, 24(1), 37-59. Investigated whether the personality traits and behavioral characteristics of effective organizational development consultants differ significantly from less effective consultants.

Hanna, R. W. (1986). Personal meaning: A conceptual framework for organizational consultation. Consultation: An International Journal, 5, 24-40. Organizational consultation in business setting. Describes interpersonal process by which personal meaning is discovered and lost.

Hansen, L. S., & Keierleber, D. L. (1978). BORN FREE: A collaborative consultation model for career develop- ment and sex-role stereotyping. Personnel and Guidance Journal, 56, 395-399. Presents consultation model designed to promote better career awareness and decision-making and exclude sex-biased decisions.

Harman, M. J., Armsworth, M. W., & Henderson, D. L.
(1989). Rural Texas: To whom do children turn with problems? TACD Journal, 17(2), 107-113. Studied trends of problem consultation among 176 youth to see at what age levels youth turn to which sources for help.

Harris, M. & Walck, C. L. (1988). Managing a megasystem transformatin in the Ford Motor Company: A retrospective retrieval of the progress of cultural change. Consultation An International Journal, 7(2), 67-85. Describes how teams of external and internal change consultants have guided an 8 year cultural change of effort that has impacted Ford Motor Co.

Harrison, T. (1982). Toward an ethical framework for communication consulting. Journal of Applied Communication Research, 10, 87-100. Ethical issues in organizational development and consultation.

Hartshorne, T. S. (1979). The art of consultation. Journal of Career Education, 6, 115-122. Describes process of consultation.

Harvey, D. R., & Schramski, T. G. (1984). Effective supervision and consultation: A model for the development of functional supervision and consultation programs. Counselor Education and Supervision, 23, 197-204. Presents Effective Supervision and Consultation (ESC) model as guide for counselor educators helping agencies with supervision. Emphasis on assessment, training and evaluation. Flow charts.

Hawes, D. J. (1989). Communication between teachers and children: A counselor consultant/trainer model. Special Issue: Preventive and developmental counseling. Elementary School Guidance and Counseling, 24(1), 58-67. Describes a program to train teachers in more effective communication with children. Program can be delivered through consultation.

Heller, J. R., & Derdeyn, A. P. (1979). Child custody consultation in abuse and neglect: A practical guide. Child Psychiatry and Human Development, 9, 171-179. Important issues to consider in cases of child abuse.

Heller, K. (1978). Facilitative conditions for consultation with community agencies. Personnel and Guidance Journal, 56, 419-423. How counselors can successfully enlist aide of community agencies.

Hetherington, C. (1987). Organizational consultation: A supervisor training project. Journal of College Student Personnel, 28, 459-460.

Hipple, J., & Ramsay, A. (1985). Consultation through quality circles. Journal of College Student Personnel, 26, 556-558.

Hollister, W. G., & Miller, F. T. (1977). Problem-solving strategies in consultation. American Journal of Orthopsychiatry, 47, 445-450. Suggest consultant & consultee adopt mutual problem-solving approach; strategies include stress analysis, list emotional needs, redirect energy, behav mod, aversive stim, peer pressure.

Hornstein, H., & MacKenzie, F. (1984). Consultraining: Merging management education with organizational development. Training and Development Journal, 38(1), 52-56.

Horton, G. E., & Brown, D. (1990). The importance of interpersonal skills in a consultee-centered consultation: A review. Journal of Counseling and Development, 68(2), 423-? Explores the empirical research on the importance of interpersonal skills in consultation.

Hughes, J. N., & Falk, R. S. (1981). Resistance, reactance, and consultation. Journal of School Psychology, 19, 134-142. Hypothesizes that consultee rejects consultant's suggestions in order to preserve freedom of choice. Discusses use of paradoxical injunctions to overcome resistance during consultation.

Humes, C. W. (1986). Parent counseling in special education: Case description of a novel approach. School Counselor, 33, 345-349. Describes in-service program to train school personnel and parents to better understand and assist each other; recommends school counselors be involved in assisting parents.

Humes, C. W., & Clark, J. N. (1989). Group counseling and consultation with gifted high school students. Journal for Specialists in Group Work, 14(4), 219-225. Studied effects of group counseling and parent consultation on gifted students on levels of self-acceptance, personal adjustment, and social adjustment.

Huse, E. (1978). Organization development. Personnel and Guidance Journal, 56, 403-406. Presents introduction to organizational development theory. Huse has written a book on the subject.

Idol, L, & West, J. F. (1987). Consultation in special education: II. Training and practice. Journal of Learning Disabilities, 20, 474-494. Advocates competency-based consultation training including theory knowledge base, program goals, consultative process, and responsibilities.

Jackson, M. D., & Brown, D. (1986). Use of systematic training for effective parenting (STEP) with elementary school parents. School Counselor, 34, 100-104. 25 parents participated in 8-session STEP program; 20 parents as control. Modest improvement for STEP participants.

Janney, R. E., & Meyer, L. H. (1990). A consultation model to support integrated educational services for students with severe disabilities and challenging behaviors. JASH 15(3), 186-199. Summarizes the components of a consultation model that utilizes locally available resources and expertise to support integrated school placements, along with specific efforts to remediate individual student needs.

Jason, L. A., Ferone, L., & Anderegg, T. (1979). Evaluating ecological, behavioral, and process consultation interventions. Journal of School Psychology, 17, 103-115.

Johnston, J., & Fields, P. (1981). School consultation with the "classroom family." School Counselor, 29, 140-146.

Johnston, R., & Gilliland, B. E. (1987). A program for effective interaction between school systems and consultants. School Counselor, 35, 110-119. Counselor educator consults with school system by supervising group counseling and conducting individual and group consultations with teachers, parents and administrators.

Kahnweiler, W. M. (1979). The school counselor as consultant: A historical review. Personnel and Guidance Journal, 57, 374-380. Laments lack of training in counselor education and advocates articles on how to consult rather than why.

Kameen, M. C., Robinson, E. H., & Rotter, J. C. (1985). Coordination activities: A study of perceptions of elementary and middle school counselors. Elementary School Guidance and Counseling, 20, 97-104. Stratified, random sample of 400 counselors reveals they spend too much time maintaining records, testing, and placing, and too little time consulting parents and teachers.

Kaplan, D. M. (1983). Current trends in practicum supervision research. Counselor Education and Supervision, 22, 215-226. Supervision research applicable to consultation training supports microtraining, modeling and IPR; does not support programmed instruction.

Kellogg, D. M. (1984). Contrasting successful and unsuccessful OD consultation relationships. Group and Organizational Studies, 9, 151-176. 20 organizational consultants recalled successful consultations ;characteristics included clear & limited contract, client interest, confidence, exchange of info. & feedback.

Kelly, J. G. (1986). An ecological paradigm: Defining mental health consultation as a preventive service. Prevention in Human Services, 4, 1-36. Presents rationale and process of ecological-preventive mental health consultation.

Kirkhart E., & Isgar, T. (1986). Quality of work life for consultants: The internal-external relationship. Consultation: An International Journal, 5, 5-23. Different issues and roles for internal or external consultants are examined at beginning, middle end stages.

Kissiah, R. K. (1975). A consultation approach with teachers. Elementary School Guidance and Counseling, 10, 14-20. Describes procedures for consulting teachers to help them deal with children in classroom setting.

Klapman, H. J., & Badowski, P. (1973). The Adlerian as consultant in the general community. Journal of Individual Psychology, 29, 72.

Knoff, H. M. (1985). Assessing the development of professional consultation skills: An evaluation procedure for training and supervsion. Techniques, 1, 192-198. Explores factors to include in training, supervision and evalua tion of consultation skills. Takes multimodal, ecological, approach.

Knoff, H. M. (1985). Discipline in the schools: An inservice and consultation program for educational staffs. School Counselor, 32, 211-218. Describes ten, 4-hour sessions to train teachers in effective behavior management techniques based on all major counseling theories.

Knoff, H. M. (1984). The practice of multimodal consultation: An integrating approach for consultation service delivery. Psychology in the Schools, 21, 83-91. Argues for ecological perspective for training and delivery of consultation services including analysis of interaction between clients and environment.

Knoff, H. M., & Leder, A. L. (1985). Independent assessments for exceptional children: Advocacy information for parents. School Counselor, 32, 281-286. Describes legal & ethical responsibilities for school counselor in conveying assessment and placement information to parents of exceptional children.

Kopplin, D. A., & Rice, L. C. (1975). Consulting with faculty: Necessary and possible. Personnel and Guidance Journal, 53, 367-372.

Kratochwill, T. R. (1985). Selection of target behaviors in behavioral consultation. Behavioral Assessment, 7, 49-61. How to behaviorally specify target behaviors; with examples.

Kratochwill, T. R., & Bergan, J. R. (1978). Training school psychologists: Some perspectives on a competency- based behavioral consultation model. Professional Psychology, 9, 71-79. Barriers to successful consult. include institutional policies, conflicting contingencies, psych. jargon, incorrect application of techniques and lack of support services.

Kratochwill, T. R., & Van Someren, K. R. (1985). Barriers to treatment success in behavioral consultation: Current limitations and future directions. Journal of School Psychology, 23, 225-239. Barriers to successful consultation include lack of standardiza tion, lack of training of consultant & consultee in use of con- sultation, incorrect behav. identific. and external constraints.

Krell, T. (1981). The marketing of organization development: Past, present, and future. Journal of Applied Behavioral Science, 17, 309-323.

Kur, E. (1981). OD: Perspectives, processes and prospects. Journal of Training and Development, April, 28-34.

Kurpius, D. (1978). Consultation theory and process: An integrated model. Personnel and Guidance Journal, 56, 335-338. Presents a multi-dimensional model for conceptualizing theory and practice of consultation.

Kurpius, D. J. Consultation in special education: II. Training and practice Journal of Learning Disabilities,Journal of Learning Disabilities, (1987). Discusses how to enhance conceptual ability of consultant to facilitate success.

Kurpius, D., & Robinson, S. E. (1978). An overview of consultation. Personnel and Guidance Journal, 56, 321-323. Introduction to special issue of P&G Journal on consultation; contains short articles on various kinds of consulting in various settings; includes bibliography pp. 442-447.

Kuzniar, J. (1973). Teacher consultation: A case study. Personnel and Guidance Journal, 52, 108-11.

Lanning, W. (1974). An expanded view of consultation for college and university counseling centers. Journal of College Student Personnel, 15, 171-176.

LaRose, B. (1988). What can the sport psychology consultant learn from the educational consultant? Sport Psychologist, 2(2), 141-153. Presents higher education consultant as a role model for sport psychologists as a means of reducing confusion of the role of the latter.

Lauver, P. (1974). Consulting with teachers: A systematic approach. Personnel and Guidance Journal, 52, 535-540. Describes collaborative process of working with teachers.

Leonard, L. M. (1977). The counseling psychologist as an organizational consultant. Counseling Psychologist, 7, 73-77. Describes how psychologist can benefit organizations through consultation and human resource development.

Leonard, P. Y., Gottsdanker-Willekens, A. E. (1987). The elementary school counselor as consultant for self-concept enhancement. School Counselor, 34, 245-255. Describes in-service for teachers to enhance self-concept of children.

Leschied, A. W., Austin, G. W., & Riley, E. (1989). Description and assessment of a crisis consultation program in a youth detention center. Canadian Journal of Criminology, 31(2), 145-154. Argues that child care staff are often called upon to provide service to disturbed and acting-out youth. A program of mental health consultation is proposed to assist detention staff in such situations.

Levine, I. S. & Kennedy, C. (1985). The homeless mentally ill: A consultation challenge. Consultation An International Journal, 4(1), 52-63. Discusses consultation as a mechanism for improving opportunities and services for the homeless who suffer from severe and persistent mental disorders.

Levinson, E. M. (1990). Actual/desired role functioning, perceived control over role functioning, and job satisfaction among school psychologists. Psychology in the Schools, 27(1), 64-74. Studied 362 School Psychologists using Minn. Satisfaction Questionnaire. School Psychologists spent more time in assessement and less in more desired activities.

Levy, M. T., Tempest, A., & Knapman, N. B. (1986). Psychological and advisory services: Restructuring service delivery. School Psychology International, 7, 237-242. Outlines school consultation program in the UK aimed to educate parents in behavioral management techniques and to collaborate with schools.

Lewis, M. D., & Lewis, J. H. (1979). Community-based mental health training. Journal of Community Psychology, 7, 95-103. Describes need for community-focused efforts and suggests training components.

Lilly, M. S. Consultation in special education: II. Training and research Journal of Learning Disabilities,Journal of Learning Disabilities, (1987). Discusses research and practice issues related to collaborative consultation in special education.

Lippitt, G., Lippitt, R., & Lafferty, C. (1984). Cutting edge trends in organization development. Training and Development Journal, 38(7), 59-63.

Lochman, J E., Lampron, L. B., Gemmer, T. C., & Harris, S. R. (1989). Teacher consultation and cognitive-behavioral interventions with aggressive boys. Psychology in the Schools, 26(2), 179-188. Compared effects of 2 cognitive behavioral anger-coping group interventions to teacher consultation. Teacher consultation did not enhance treatment effects

Lomax, G. L., & Sandler, J. (1988). Psychotherapy and consultation with persons with AIDS. Psychiatric Annals, 18(4), 253-259. Argues that psychotherapy with AIDS patients presents a wide variety of aspects not normally focused on in traditional therapy. Outlines 4 treatment stages.

Loughran, E. L. (1989). Consulting to public sector partnerships. Organization Development Journal, 7(4), 67-75. Proposes a framework to help consultants understand interorganizational relations at each stage of the developmental cycle. Stages are outlined.

Lovelady, L. (1984). Change strategies and the use of OD consultants to facilitate change: II The role of the internal consultant in OD. Leadership Organization Development Journal, 5, 2-12. Discusses strategies for change within organization; Describes differences between the way OD is researched and is actually practiced.

Lynch, A. Q., & Lombardi, J. S. (1976). An experientially-based course on consultation. Professional Psychology, 7, 323-330. Advocates field practicum in which consultant-trainees keep log of experiences, meet in group weekly and role play problems.

Maitland, R. E., Fine, M. J., & Tracy, D. B. (1985). The effects of an interpersonally based problem-solving process on consultation outcomes. Journal of School Psychology, 23, 337-345. Studied relationship between the extent to which school psychologists incorporated an interpersonally based problem solving process (IBPSP) in and defined outcomes of same. IBPSP seems to work.

Male, R. A. (1982). Consultation as an intervention strategy for school counselors. School Counselor, 30, 25-31. Uses purchase-of-service model as rationale. Delineates a media promotion and collaboration model.

Mann, P. A. (1971). Establishing a mental health consultation program with a police department. Community Mental Health Journal, 7, 118-126. Process of consulting with law enforcement agency for benefit of police officers; a case is presented with problems identified.

Mann, P. A. (1978). Mental health consultation in school settings. Personnel and Guidance Journal, 56, 369-373. Establishes rationale for counselor-consultant in schools.

Maolo, J. (1979). Counselor consulting strategies for affecting educational change. American Secondary Education, 9(4), 47-56.

Marchant, W. (1972). Counseling and/or consultation: A test of the education model in the. Elementary School Guidance and Counseling, 7, 4-8.

Marguiles, N., Raia, A. (1984). The politics of organization development. Training and Development Journal, 38(8), 20-23.

Martin, R. P. (1983). Consultant, consultee, and client explanations of each others' behavior in consultation. School Psychology Review, 12(1), 35-41. Uses attribution theory to explain breakdowns in consultation. Consultees attribute success to their efforts and failure to flaws in personality of client.

Martin, R. P. (1978). Expert and referrent power: A framework for understanding and maximizing consultation effectiveness. Journal of School Psychology, 16, 49-55. Consultant is accorded expert power for perceived knowledge and experience; referrent power for empathy with consultee. Too much of either not as effective as a combination of both.

Martin, R. P., & Curtis, M. (1981). Consultants' perceptions of causality for success and failure of consultations. Professional Psychology, 12, 670-676. 164 sch psych. surveyed. Attributed both success and failure to characteristics of consultees, particularly failure. Discusses implications derived from attribution theory.

Martin, R., & Meyers, J. (1980). School psychologists and the practice of consultation. Psychology in the Schools, 17, 478-484. Surveyed 122 sch psych. Consultee-centered dominant model used. Most had little formal consultation training but their consultees want more consult. services.

Mason, E. J., DeMers, S. T., & Middleton, E. J. (1984). Integrating consultation and program evaluation in school psychology. Journal of School Psychology, 22, 273-283. Uses Joel Meyer's 7 stages of consultation to construct a program evaluation.

Mason, E. J., Mietzel, G., & Hoffler, K. W. (1989). Research in school psychology in the Federal Republic of Germany. Professional School Psychology, 4(3), 219-226. Discusses school psychology research in Federal Republic of Germany. Little distinction is made between counseling and consultation.

Mayer, G. R. (1972). Behavioral consulting: Using behavior modification procedures in the consulting relationship. Elementary School Guidance and Counseling, 7, 114-120.

McDougall, L. M., Reschly, D. J., & Corkery, J. M. (1988). Changes in referral interviews with teachers after behavioral consultation training. Journal of School Psychology, 26, 225-232. Evaluated the effectiveness of a 1-day workshop on behavioral consultation. Found that BC workshop was effective in identifying problems.

McGreevy, C. P. (1978). Training consultants: Issues and approaches. Personnel and Guidance Journal, 56, 432-435. Advocates shift from product-oriented expert to process- oriented facilitator stressing person-system relationship and change. Lists interpersonal skills needed.

McLeod, M., Tercek, T., & Wisbey, M. (1985). Facilitating mental health on college campuses: Consultation be- tween university counseling centers and offices of residence life Journal of American College Health, 33, 168-170. How mental health professionals at university can work together for the benefit of students.

McMillan, C. (1975). Organizational change in schools: Bedford-Stuyvesant. Journal of Applied Behavioral Science, 11, 437-453.

Meade, C. J., Hamilton, M. K., & Yuen, R. K. (1982). Consultation research: The time has come, the walrus said. Counseling Psychologist, 10(4), 39-51. Reviews literature, concludes that despite shoddy methodology some evidence exists that consultation is effective.

Medway, F. J. (1979). How effective is school consultation: A review of the research. Journal of School Psychology, 17, 275-282. Reviewed 27 studies; 76% showed positive effects. Behavioral consultation particularly effective. Problems w/ research include lack of controls, diff. charact. of consultant & consultees.

Medway, F. J. (1982). School consultation research: Past trends and future directions. Professional Psychology, 13, 422-430. Used meta-analysis to review 58 studies found that clients were 66% better for receiving consultation. Consultant characteristics correlated with successful consultations.

Medway, F. J. (1989). Further considerations on a cognitive problem-solving perspective on school consultation. Professional School Psychology, 4(1), 21-27. Addresses several aspects of cognitive research in school consultation and critiques W. Pryzwansky article.

Medway, F. J., & Forman, S. G. (1980). Psychologists' and teachers' reactions to mental health and behavioral school consultation. Journal of School Psychology, 18, 338-348. Teachers prefer behavioral consultation to other models because of its specificity and prescriptive suggestions.

Meggert, S. S., & Bloom, J. E. (1986). Humor and the consultant. Consultation: An International Journal, 5, 127-136. Proper use of humor in consultation in organizations to lessen conflict and strengthen cohesion.

Merkel, W. T., & Carpenter, L. J. (1987). A cautionary note on the application of family therapy principles to organizational consultation. American Journal of Orthopsychiatry, 57, 111-115.

Merman, K. (1979). Advising and counseling as an HRD activity. Training and Development Journal, 33(5), 44.

Meyers, J. (1973). A consultation model for psychological services. Journal of School Psychology, 11, 5-15. Model adopted from Caplan (1970); 4 levels of functioning: direct service to child, indirect service to child, direct service to teacher, & service to school system.

Meyers, J. (1975). Consultee-centered consultation with a teacher as a technique in behavior management. Journal of Community Psychology, 3, 111-121.

Meyers, J. (1984). Training in consultation. American Journal of Community Psychology, 12, 233-239. Outlines course for training community psychologists in mental health consultation combining elements from 4 theoretical models: behavioral, mental health, organization development, advocacy.

Meyers, J., Wurtz, R., & Flanagan, D. (1981). A national survey investigating consultation training occurring in school psychology programs. Psychology in the Schools, 18, 297-302. Of 203 sch psych training programs, 40% offer at least 1 course in consultation. Practicum experience desirable but not prevalent Popular models are mental health, OD, or behavioral.

Mickelson, D. J., & Davis, J. L. (1977). A consultation model for the school counselor. School Counselor, 25, 98-103. First identify small group of cooperative teachers to train in active listening, problem solving; use success w/ this group to launch consultation service in school.

Miles, J. H., & Hummel, D. L. (1979). Consultant training in counselor education programs. Counselor Education and Supervision, 19, 49-53. Surveyed 92 couns. ed. programs; 44% had consult. course, 32.5% required at Master's, 27.5% at doctoral level; 70% courses aimed at individual or small group consultation.

Miller, G. M. (1986). State guidance consultant's views of elementary and middle school counseling. Elementary School Guidance and Counseling, 21, 166-167. State guidance consultants identified most important functions for elementary/middle school counselors as consulting with teachers and parents.

Mitchell, W. D., & Thompson, T. L. (1985). Some methodological issues in consultation-liaison psychiatry research. General Hospital Psychiatry, 7, 66-72. Ethical issues and guidelines for conducting research.

Mohl, P. C., & Cohen-Cole, S. A. (1985). Basic readings in consultation psychiatry. Psychosomatics, 26, 431-440. List readings tied to specific objectives in psychiatry-liason consulation.

Moracco, J. C. (1977). Counselor as consultant: Some implications for counselor education. Counselor Education and Supervision, 17, 73-75. Training should include organizational & group psych., self- assessment, diagnosis of learning problems, practicum in pairs with videotaped simulations as well as field work.

Mordock, J. B. (1988). The school psychologist working in residential and day treatment centers. School Psychology Review, 17(3), 421-428. Presents a brief history of school psychologists' contributions to treatment of disturbed children. These services are divided into 5 practice areas.

Morrill, W., Oetting, E., & Hurst, I. (1974). Dimensions of counselor functioning. Personnel and Guidance Journal, 52, 354-359. Presents cube model with axis a) target: indiv., primary group, associational grp., institu. or community; b) purpose: remedial, prevent., develop.; c) method: direct, consult., train., media.

Mowbray, C. T., & Freddolino, P. P. (1986). Consulting to implement nontraditional community programs for the long-term mentally disabled. Administration in Mental Health, 14, 122-134. Lessons learned in attempts to establish community-based care for mentally disabled persons as an alternative to hospitaliza- tion.

Mumford, E., & Schlesinger, H. J. (1987). Assessing consumer benefit:cost offset as an incidental effect of psychotherapy. General Hospital Psychiatry, 9, 360-363. Consultation-liason psychiatric services can be justified based on quality of care and cost benefits.

Murray, D. (1972). Counselor-consultant as a specialist in organizational develop- ment. Elementary School Guidance and Counseling, 7, 99-105.

Musanto, G., & Gallermoro, J. L. (1973). Utilization of a staff development group in prison consultation. Community Mental Health Journal, 9, 224-228.

Myers, D. W. (1988). Preparation for EAP consulting work. Consultation An International Journal, 7(4), 204-215. Points out opportunities in EAP programs for consultants. Discusses roles and training sources for would-be EAP consultants.

Myrick, R. D., & Moni, L. S. (1972). The counselor's workshop. Teacher in-service workshops: A development of consultation approach. Elementary School Guidance and Counseling, 7, 156-161. Suggests implementing developmental guidance through teacher in-services.

Nelson, R. C., & Shifron, R. (1985). Choice awareness in consultation. Counselor Education and Supervision, 24, 298-306. Describes goal of consultation as enabling consultee to make choices among CREST: caring, ruling, enjoying, sorrowing and thinking/working. Step-by-step process based on Kurpius (1978).

Norman, A. J. (1986). Double play: Commentary on Hanna's "Personal meaning: A conceptual framework for organizational consultation" and Consultation: An International Journal, 5, 52-54. Role of consultant in maintaining mental health of employees in organizations.

Northman, J. E. (1984). Community consultation effecting the development of social policy . Journal of Community Psychology, 12, 43-52. Case study of how a psychologist mobilized community to reduce crime and vandalism. Argues for expanding role of psychologist.

Osterweil, Z. & Plotnik, R. (1989). Mental health consultation: An evaluation of the issue-focused model. School Psychology International, 10(4), 293-299. Describes the use of an issue focused model of group mental health consultation with 10 Israeli child-care workers responsible for 1-5 yr. old kibbutz children.

Osterweil, Z. O. (1988). A structured integrative model of mental health consultation in schools. Int J for the Advancement of Counselling, 11, 37-49.

Osterweil, Z. O. (1987). A structured process of problem definition in school consultation School Counselor, 34, 345-352. Describes consultation process using causality matrix to explain problem, definition matrix to define problem and suggest strategy.

Osterweil, Z. O. (1988). A structured integrative model of mental health consultation in schools. International Journal for the Advancement of Counselling, 11(1), 37-49. Presents a structured integrative model of individual mental health consultation using dynamic and cognitive therapy techniques.

Palazzoli, M. S. (1984). Behind the scenes of the organization: Some guidelines for the expert in human relations. Journal of Family Therapy, 6, 299-307. Explains how organizations, as families, maintain dysfunctions. Suggests ways to shake them out of dysfunctional interactions.

Palmo, A., & Kuzniar, J. (1972). Modification of behavior through group counseling and consultation. Elementary School Guidance and Counseling, 7, 258-262. Counselor leads groups of children and consults with teachers to reduce discipline problems.

Panther, E. E. (1971). Simulated consulting experiences in counselor preparation. Counselor Education and Supervision, 11, 17-23. 6 Master's counselor trainees recieved role plays, 6 did not; 6 who did received higher ratings by teachers in subsequent consult Argues for role play simulations in training.

Parker, C. A., & Lawson, J. (1978). From theory to practice to theory: Consulting with college faculty. Personnel and Guidance Journal, 56, 424-427. Describes consultation in university to assist faculty to adapt their instruction to the developmental and learning levels of their students.

Patten, T., & Fraser, K. (1975). Using the organizational rewards system as an OD lever: Case study of a databased intervention. Journal of Applied Behavioral Science, 11, 457-474.

Pelsma, D. M. (1987). Improving counselor effectiveness: Consulting with style. School Counselor, 34, 195-201. Suggests counselor identilfy teacher's personal style based on Moore & Richter's model, then adjust consultation accordingly. An example with a seventh-grade student is offered.

Pierce, R. A., & Schwartz, A. J. (1977). Reflections on mental health consultation to residence hall personnel. Journal of College Student Personnel, 18, 128-132.

Piersel, W. C., & Gutkin, T. B. (1983). Resistance to school-based consultation: A behavioral analysis of the problem. Psychology in the Schools, 20, 311-320. Conceptulalizes teacher resistance to consultation within a behavioral-cognitive framework. Suggests strategies to overcome resistance.

Piersel, W., & Kratochwill, T. R. (1979). Self-observation and behavior change: Applications to academic and adjustment problems through behavioral consultation. Journal of School Psychology, 17, 151-161. 4 elem sch students instructed in self-observation & monitoring techniques successfully reduced disruptive talk and increased assignment completion. Implications for classroom discussed.

Pietrofesa, J. J., & Pietrofesa, D. V. (1976). The counselor's role as a consultant in familial sexual development. School Counselor, 23, 339-345. School counselor assists parents in sex education and advising on sexual matters.

Pietrofesa, J., & Splete, H. (1973). Consultation: An effective dimension of childhood sexual develop- ment. School Counselor, 29, 185-192.

Polsgrove, L., & McNeil, M. (1989). The consultation process: Research and practice. RASE-Remedial and Special Education, 10(1), 6-13. Discusses consulting with those who work with handicapped children. Reviews research.

Ponce, D. E., Lee, V. (1977). Intraethnic violence in a Hawaii school: A mental health consultation experience. American Journal of Orthopsychiatry, 47, 451-455.

Porras, J., & Wilkins, A. (1980). Organization development in a large system: An empirical assessment. Journal of Applied Behavioral Science, 3, 249-267.

Poulfelt, F. (1986). Towards a theoretical framework of management consultancy. Consultation: An International Journal, 5, 83-92. Overview of business consulting and developing appropriate skills.

Prein, H. (1987). Strategies for third party intervention. Human Relations, 40, 699-719. Reviews 69 cases of consultation aimed at ending conflict in organizations.

Pryon, T. (1974). The consultant role as an organizational activity of student personnel workers. Journal of College Student Personnel, 15, 265-270.

Pryzwansky, W. B., & White, G. W. (1983). The influence of consultee characteristics on preferences for consultation approaches. Professional Psychology: Research and Practice, 14, 457-461. 56 teachers rated on Rotter LOC scale, then rated preference for consult. model in order: collaborative, medical, mental health, expert; External LOCs preferred expert model.

Rademacher, B. G., May, R. J., & Throckmorton, R. (1980). Consultation as a change strategy in student personnel divisions. NASPA Journal, 17(4), 46-51

Randolph, D. (1972). Behavioral consultation as a means of improving the quality of a counseling program. School Counselor, 20, 30-35. Suggests ways to implement behavioral strategies to reduce and prevent behavior problems in classroom through teacher consulta- tions.

Randolph, D. (1980). Teaching consultation for mental health and educational settings. Counselor Education and Supervision, 20, 117-124. Describes program consisting of didactic present. & demos, projects in which students tape role-play consult. and submit for evaluation. Recommends consultation internship.

Randolph, D. L., & D'Ilio, V. R. (1989). Measuring consultation judgment-making ability: Further development of the Consultation Judgment Inventory. Psychological Reports, 64(1), 98. Describes administration and analysis of the Consultation Judgment Inventory using samples of 62 undergrads. Inventory measures ability to make appropriate clinical consultation judgments.

Randolph, D. L., & Graun, K. (1988). Resistance to consultation: A synthesis for counselor-consultants. Journal of Counseling and Development, 67(3), 182-184. Discusses types of resistance that may occur when counselors provide consultation concerning future clients not present at the consultation.

Randolph, D., & Hardage, N. (1973). Behavioral consultation and group counseling with potential drop- outs. Elementary School Guidance and Counseling, 7, 2040-209.

Randolph, D., & Saba, R. (1973). Changing behavior through modeling and consultation. Elementary School Guidance and Counseling, 8, 98-106.

Raphael, B. (1984). Psychiatric consultancy in major disasters. Australian & New Zealand Journal of Psychiatry,Rationale and guidelines for implementing preven- 18, 303-306. Rationale and guidelines for implementing preventative psychiatric consultation in preparation for a major disaster.

Rasenfield, S. (1980). Consultation in a teacher center: A network model. Journal of School Psychology, 18, 74-78. School psychologists and others establish a center where teachers can come or call for assistance.

Ravizza, K. (1988). Gaining entry with athletic personnel for season-long consulting. Sport Psychologist, 2(3), 243-254. Discusses issues and strategies for gaining entry into athletic teams as a consultant on a long-term basis.

Reifler, B., & Eaton, J. S. (1978). The evaluation of teaching and learning by psychiatric consultation and liaison training programs. Psychosomatic Medicine, 40, 99-106.

Reschely, D. J. (1976). School psychology consultation: Frenzied, faddish, or fundamental ? Journal of School Psychology, 14, 105-113. Suggests that consultation is still viable means of service delivery but not being used to full advantage.

Rigatelli, M., Curci, P., & DeBernardinis, M. (1980). Some experiences of consulting and liaison psychiatry in a university hospital. Psychotherapy and Psychosomatics, 33, 1-6.

Ritchie, M. H. (1983). Brief behavioural consultation: A case example. School Psychology International, 4, 237-244. Used multiple-baseline design across situations to assist teacher to modify behavior of child.

Ritchie, M. H. (1982). Parental consultation: Practical considerations. School Counselor, 29, 402-410. Step-by-step process of consulting parents in school setting.

Roark, A. E. (1978). Interpersonal conflict management. Personnel and Guidance Journal, 56, 400-402. Presents basics of conflict resolution theory and techniques.

Roberts, B. B., & Thorsheim, H. I. (1986). A partnership approach to consultation: The process and results of a major primary prevention field experiment. Prevention in Human Services, 4, 151-186. 10,000 people in 24 Luthern churches were assigned to treatment or control groups. Treatment groups received preventive consult- ation and consequently reduced distress and alcohol abuse.

Robinson, E. H. M., & Wilson, E. S. (1987). Counselor-led human relations training as a consultation strategy . Elementary School Guidance and Counseling, 22, 124-131. 92 2nd & 5th-grade teachers from 13 schools were divided into 2 groups; group receiving "Heart of Teaching" training model showed better interpersonal skills and students improved academically.

Robinson, E. H. M., & Wilson, E. S. (1987). Counselor-led human relations training as a consultation strategy. Elementary School Guidance and Counseling, ?, 125-? Studied whether a human relations model employed with teachers would affect student achievement and self-concept.

Rogalski, Carol J. (1989). Attrition within a detoxification unit: Patient response to policy and psychological intervention. International Journal of the Addictions, 24(4), 279-301. Examined effects of psychological consultation on stabilization of treatment of 190 male substance abusers.

Rogawski, A. S. (1978). The Caplanian model. Personnel and Guidance Journal, 56, 324-327. Introduces Caplan's consultee-centered process model and suggests applications.

Rose, E., Friend, M., & Farnum, M. (1988). Transition planning for mildly handicapped students: The secondary school counselor's role. School Counselor, 35(4), 275-283. Discusses the counseling, coordinating, and consulting responsibilities of school counselors for developing and implementing effective transition procedures for mildly handicapped students.

Ruppert, P.P., & Rogers, M. L. (1985). Needs assessment in the development of a clergy consultation service: A key informant approach. Journal of Psychology and Theology, 13, 50-60. Describes how a church district conducted a needs assessment to determine clerical mental health services to offer.

Russell, M. L. (1978). Behavioral consultation: Theory and process. Personnel and Guidance Journal, 56, 346-350. Overview of behavioral consultation process.

Saltzman, N. (1988). Don Juan is afraid. Journal of Integrative and Eclectic Psychotherapy, 7(2), 205-221. Summarizes proposed interventions by 5 therapists suggested in the treatment of a chemist with a dread of dying.

Samuels, J., & Balter, L. (1987). How useful are telephone consultation services for parents? Children today, 16(3), 27-30.

Sandoval, J. (1988). The school psychologist in higher education. School Psychology Review, 17(3), 391-396. Discusses the services provided to higher education by school psychologists. Consultation is considered an important service and is highlighted in this article.

Sandoval, J., Lambert, N., & Davis, J. (1978). Consultation from the consultee's perspective. School Psychology Digest, 7(3), 32-38. Describes characteristics consultee's want in consultant.

Sarason, S. (1976). Community psychology, networks, and Mr. Everyman. American Psychologist, 31, 317-328.

Schecter, R. L. (1987). Shared experthood: The working alliance in organizational consultation: A psychoanalytic perspective. Dynamic Psychotherapy, 5, 30-46. Analyzes organizational consultation via consultant counter- transference and organizational defense mechanisms.

Schein, E. H. (1978). The role of the consultant: Content expert or process facilitator ? Personnel and Guidance Journal, 56, 339-343. Argues that consultant more effective as facilitator than as expert problem-solver.

Schild, J. S., Scott, C. B., & Zimmerman, D. J. (1976). The child welfare agency as school consultant. Child Welfare, 55, 491-500. Describes role social worker can take in school.

Schmidt, J. J., & Medl, W. A. (1983). Six magic steps of consulting. School Counselor, 30, 212-216. Decide if appropriate; Gather information; Clarify problem; Explore alternatives; Decision; Making the rounds (follow up).

Schroeder, C. S., & Miller, F. T. (1975). Entry patterns and strategies in consultation. Professional Psychology, 6, 182-186.

Sharkin, B. S., & Bahrick, A. S. (1990). Pet loss: Implications for counselors. Journal of Counseling and Development, 68(3), 306-308. Counselors can intervene in instances of pet loss with pet owners and with veterinarians.

Shay, M. J. (1984). The future for organizational development: The school counselor's role. School Counselor, 31, 265-271. Argues that school counselors can create a more facilitative school environment by applying principles of organizational development.

Shelton, J., & Dobson, R. (1973). FICS: An expanded view of counselor consultation. Elementary School Guidance and Counseling, 7, 210-215.

Sheridan, S. M., Kratochwill, T. R., & Elliot, S. N. (1990). Behavioral consultation with parents and teachers: Delivering treatment for socially withdrawn children at home and school. School Psychology Review, 19(1), 33-52. Studied the effectiveness of conjoint behavioral consultation as a process for intervention with withdrawn children.

Signell, K. A. (1974). An interactive method of teaching consultation. Community Mental Health Journal, 10, 205-215. Presents a sequenced script of role-play exercises.

Slater, B. R., & Gallagher, M. M. (1989). Outside the realm of psychotherapy: Consultation for interventions with sexualized children. School Psychology Review, 18(3), 400-411. Discusses child sexual behavior in schools and describes a consultant model of providing information and intervention techniques to teachers.

Smith, R. L. (1988). Counseling and human resource development: Response to "career development in business and industry." Journal of Counseling and Development, 66, 382-384. Clarifies differences between career development in business & industry and human resource development; clarifies differences between counseling and consulting in business settings.

Splete, H., & Bernstein, A. (1981). A survey of consultation training as a part of counselor education programs. Personnel and Guidance Journal, 59, 470-472. Of 144 programs 62% taught consult. as part of other course; 33% consult as seperate course and 43% of these required course. Most stressed development/preventive model.

Spratley, T. A. (1989). The pratical business of treatment: I. A multidisciplinary and team approach. British Journal of Addiction, 84(3), 259-266. Author is a consultant psychiatrist who stresses mulidisciplinary approach to developing alcoholism treatment. Roles are described.

Stayer, F. M., & Dillard, J. W. (1986). A factor analysis approach to selecting a consultation style. A Quarterly Journal of Human Behavior, 23(4), 1-8. Compared process, doctor-patient, purchase, systems, integrated models of consultation. Process model preferred when client readiness and time not a factor.

Stebbins, M. W., & Shani, A. B. (1989). Organization design: Beyond the Mafia model. Organizational Dynamics, 17(3), 18-30. Reviews 4 thories of organizational design. Explores their contribution to applied consultation.

Stephens, T. M. (1980). Psychological consultation to teachers of learning and behaviorally handicapped children using a behavioral model. Journal of College Student Personnel, 21, 211-214.

Stewart, K. J., & Medway, F. J. (1978). School psychologists as consultants: Issues in training, practice and accountability. Professional Psychology, 9, 711-718. Recommend field internship, trainees maintain log of consulting experiences and meet in group for supervision.

Stilwell, W., & Santoro, D. (1976). A training model for the 1980s. Personnel and Guidance Journal, 54, 322-326.

Strain, J. J. (1987). Appraisal of marketing approaches for consultation-liason psychiatry. General Hospital Psychiatry, 9, 368-371. Need for a database to assess capacities of mental health professionals in clinical care, teaching and research.

Strein, W., & French, J. L. (1984). Teacher consultation in the affective domain: A survey of expert opinion. School Counselor, 31, 339-346. A panel of 13 experts on affective education rated skills most important for teachers such as listening, problem-solving, "I"- messages. Suggest counselors teach teachers these skills.

Stroh, P. (1987). Purposeful consulting. Organizational Dynamics, 16(2), 49-67. Purposeful consulting consists of concrete steps: contracting, reframing, aligning, planning and implementing.

Strother, J., & Jacobs, E. (1986). Parent consultation: A practical approach. School Counselor, 33, 292-296. Differentiates family counseling from parent consultation. Provides step-by-step process of parent consultation.

Stum, D. L. (1982). DIRECT-A consultation skills training model. Personnel and Guidance Journal, 60, 296-300. Direct Individual Response Educational Consulting Technique has 7 steps, discusses skills needed at each step.

Sugar, M., McKelvey, W., & Harris, G. (1975). Case analysis: Consultation and counseling. Elementary School Guidance and Counseling, 10, 123-130.

Svoboda, W. S., & Wolfe, M.P. (1974). Looking before leaping: A basic model for planning educational change. Educational Technology, 14, 62-63.

Sweeney, T. J., Navin, S. L., & Myers, J. E. (1984). School counselor education: Shipping water or shaping up? School Counselor, 31, 373-380. School counselors have neglected their role in Individual Educational Programs (IEPs) for special ed. youngsters; should serve as team coordinator for services.

Tancredi, L. R., & Edlund, M. (1983). Are conflicts of interest endemic to psychiatric consultation? International Journal of Law and Psychiatry, 6, 293-316. Delineates areas where conflicts of interest can impede success ful consulations including between patient & family, psychiatrist & other attending physicians.

Tannenbaum, S. I., Greene, V. J., & Glickman, A. S. (1989). The ethical reasoning process in an organizational consulting situation. Professional Psychology: Research and Practice. 20(4), 230-235. Focuses on scenarios in which ethical considerations could affect an organizational consultant's decision whether to provide services.

Tindal, G. A., & Taylor-Pendergast, S. P. (1989). A taxonomy for objectively analyzing the consultation process. RASE-Remedial and Special Education, 10(2), 6-16. Developed and field tested a measurement of that documents what consultants do while consulting—called the Resource Consultant Observational System.

Trickett, E. J. (1986). Consultation as a preventive intervention: Comments on ecologically based case studies. Prevention in Human Services, 4, 187-204. Reviews several case studies using ecological approach and concludes it is a viable preventive intervention.

Tryon, G. S., DeVito, A. J., Halligan, F. R., & Kane, A. S. (1988). Borderline personality disorder and development: Counseling university students. Journal of Counseling and Development, 67(3), 178-181. Suggests strategies for counseling university students with borderline personality disorder.

Tunnecliffe, M. R., Leach, D. J., & Tunnecliffe, L. P. (1986). Relative efficacy of using Behavioral consultation as an approach to teacher stress management. Journal of School Psychology, 24, 123-131. Compared collaborative behavioral consultation to relaxation training in treating teacher stress management. CBC found more effective.

Tyler, M. M., & Fine, M. J. (1974). The effects of limited and intensive school psychologist-teacher consultation. Journal of School Psychology, 12, 8-16.

Umansky, D. L., & Holloway, E. L. (1984). The counselor as consultant: From model to practice. School Counselor, 31, 329-338. Consultation not used sufficiently because of lack of training, lack of administrative support, lack of evaluation leading to a lack of accountability.

Vansina, L. S. (1989). On consulting practice: Toward the development of better balanced educational programmes. Consultation An International Journal, 8(2), 79-99. Fingers traditional positivistic research as a cause of disillusionment with professional consulting. Questions the use of scientific methods in consulting.

Vincent, T. A. (1986). Two into one: An ecological perspective on school consolidation. Prevention in Human Services, 4(3-4), 113-149. Presents a case of mental health consultation conducted in a suburban school system in the US. A racially mixed school and a mostly white school were combined using consultants.

Vogt, J. F. (1989). A temporary team framework for enhancing client-consultant relationships. Organization Development Journal, 7(4), 78-66. Reviews various models of team develpment and discusses temporary team concept.

Walz, G. R., & Benjamin, L. (1978). A change agent strategy for counselors functioning as consultants . Personnel and Guidance Journal, 56, 331-334. Advocates consultation role as a means for promoting change in systems and organizations and as preventive guidance.

Wantz, R. A., & Recor, R. D. (1984). Simultaneous parent-child group intervention. Elementary School Guidance and Counseling, 19, 126-131. Describes a six-session parent education group with parallel group for children. Demonstrated improved behavior.

Weigel, R. G. (1982). Progress in the field of consultation research: I grow at a reasonable pace. Counseling Psychologist, 10, 57-60. Argues that the main accountability problem of consultation is not lack of good research but lack of any research.

Weikel, W. J., & Palmo, A. J. (1989). The evolution and practice of mental health counseling. Journal of Mental Health Counseling, 11(1), 7-25. Discusses consulting with families caring for mentally ill family members.

Weinberg, R. B. (1989). Consultation and training with school-based crisis teams. Professional Psychology Research and Practice, 20(5), 305-308. Discusses child sexual behavior in school environment and describes a consultant model of providing information and intervention techniques to teachers.

Weinberger, G., Leventhal, T., & Beckman, G. (1973). The management of a chronic school phobic through the use of consultation with school personnel. Psychology in the Schools, 10, 83-88. Clinical psychologist, school psychologist and school counselor combine efforts to work around mother of 15 year old school phobic. Paradoxical strategies.

Weiss, J. W., & Filley, A. C. (1986). Retrenchment consulting in the public sector: Issues and recommendations. Consultation: An International Journal, 5, 55-64. 3 issues during retrenchment are redefining organization's mission, reorganizing structure and restaffing personnel.

Weissenburger, J. W., Fine, M. J., & Poggio, J. P. (1982). The relationship of selected consultant/teacher characteristics to consultation outcomes. Journal of School Psychology, 20, 263-270. 107 teachers rated the empathy, warmth & understanding of consultant as main determinant of success.

Wenger, R. D. (1979). Teacher response to collaborative consultation. Psychology in the Schools, 16, 127-131. Teachers prefer collaborative approach to expert.

Wenger, R. D. (1986). A longitudinal study of an indirect service case. School Psychology Review, 15(4), 500-509. Presents a teacher and parental consultation over a 3 year period. Highlights identifying the most strategic caregivers in a child's life.

Werner, J. L. (1978). Community mental health consultation with agencies. Personnel and Guidance Journal, 56, 364-368. Describes rationale, process and issues in working with community agencies.

West, J. F., Idol, L. (1987). School consultation: I. An interdisciplinary perspective on theory, models, and research. Journal of Learning Disabilities, 20, 388-408. Authors question whether consultation has a theoretical base. Conclude that application more advanced than theory.

Westbrook, F., Leonard,M.,Johnson,F.,Boyd,V.,Hunt,S.&McDermott,M. (1978). University campus consultation through the formation of collaborative dyads. Personnel and Guidance Journal, 56, 359-363.

While, L., & Wooten, K. (1983). Ethical dilemmas in various stages of organizational development. Academy of Management Review, 8, 690-697.

White, G. W., & Pryzwansky, W. B. (1982). Consultation outcome as a result of in-service resource teacher training. Psychology in the Schools, 19, 495-502. 12 learning disabilities resource teachers divided in 3 groups receiving either communication skills training, conceptual talks, control. First group rated most empathic by classroom teachers.

Wiesenfeld, S. H., & Weis, H. M. (1979). Hairdressers and helping; influencing the behavior of informal care givers. Professional Psychology, 10, 786-792.

Wigtil, J. V., & Kelsey, R. C. (1978). Team building as a consulting intervention for influencing learn- ing environments. Personnel and Guidance Journal, 56, 412-416. Describes how counselor-consultant organized teachers into groups which implemented changes in system to benefit students.

Wilcoxon, S. A. (1988). Legal and ethical issues in consultation. Journal of Independent Social Work, 3(2), 47-59. Focuses on 5 modes of consultation and the impact of legal and ethical issues on them.

Williams, R. E., Omizo, M. M., & Abrams, B. C. (1984). Effects of STEP on parental attitudes and locus of control of their learning disabled children. School Counselor, 32, 126-133. 38 parent-child pairs were divided into STEP and control groups for 9 weeks. STEP group were more accepting and trusting than control after treatment.

Williams, W. C., & Lair, G. S. (1988). Geroconsultation: A proposed decision-making model. Journal of Counseling and Development, 67(3), 198-201. Proposes a consultative model for gerontological counseling that incorporates Kurpius' 9-stage process model.

Wilson, N. S. (1986). Developmental versus remedial guidance: An examination of articles in Elementary School Guidance & Counseling, Vols. 8-18. Elementary School Guidance and Counseling, 20, 208-213. Survey of recent articles reveals that more is being written about remedial than developmental counseling (including consultation).

Wise, P. S. (1979). A training model in consultation. Psychology in the Schools, 16, 515-519. Tested consultation training module on grad students enrolled in reading course; trained in perception checking, paraphrasing, other communication skills.

Witt, J. C., & Elliott, S. N. (1983). Assessment in behavioral consultation: The initial interview. School Psychology Review, 12(1), 42-49. Important steps during initial interview include problem defin, selection of target behav., problem frequency, conditions where prob. occurs, desired level of perform, client strengths.

Witt, J. C., Moe, G., Gutkin, T. B., & Andrews, L. (1984). The effect of saying the same thing in different ways:The problem of language and jargon in school-based consultation. Journal of School Psychology, 22, 363-367. Study designed to evaluate the extent to which teacher evaluations on intervention acceptability varied as a function of the type of language used to describe the intervention.

Zaffrann, R. T. (1979). Using the workshop in consultation training. Counselor Education and Supervision, 18, 304-311. Consultant trainees should present a workshop as part of their training. Lists suggested topics, guidelines, evaluation.

Zasloff, M. (1988). A corporate perspective on employee assistance consultants. Consultation An International Journal, 7(4), 235-244. Provides perspective for a human resource executive whose job responsibilities include selecting a vendor for a corporate employee assistance program.

RESEARCH INSTRUMENTS ON CONSULTATION

Curtis, M. J., & Anderson, T. E. (1975). Consultant Observational Assessment Form. Education Department, University of Cincinnati. The COAF measures 23 factors on 5-pt scale to assess effective- ness of consultant. Factors include Expert-Facilitator, Relation- ship, Empathy, Problem Clarification, Follow-Up, Threat.

Ritchie, M. H. (1982). Consultant Rating Scale. Couns Ed University of Toledo, OH 43606 Specific behaviors of consultant are rated on Likert scale.